

2009 Salary Survey

The annual guide to market
trends across New Zealand

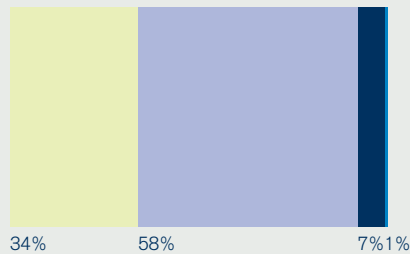
market

overview & trends

employer

questionnaire results

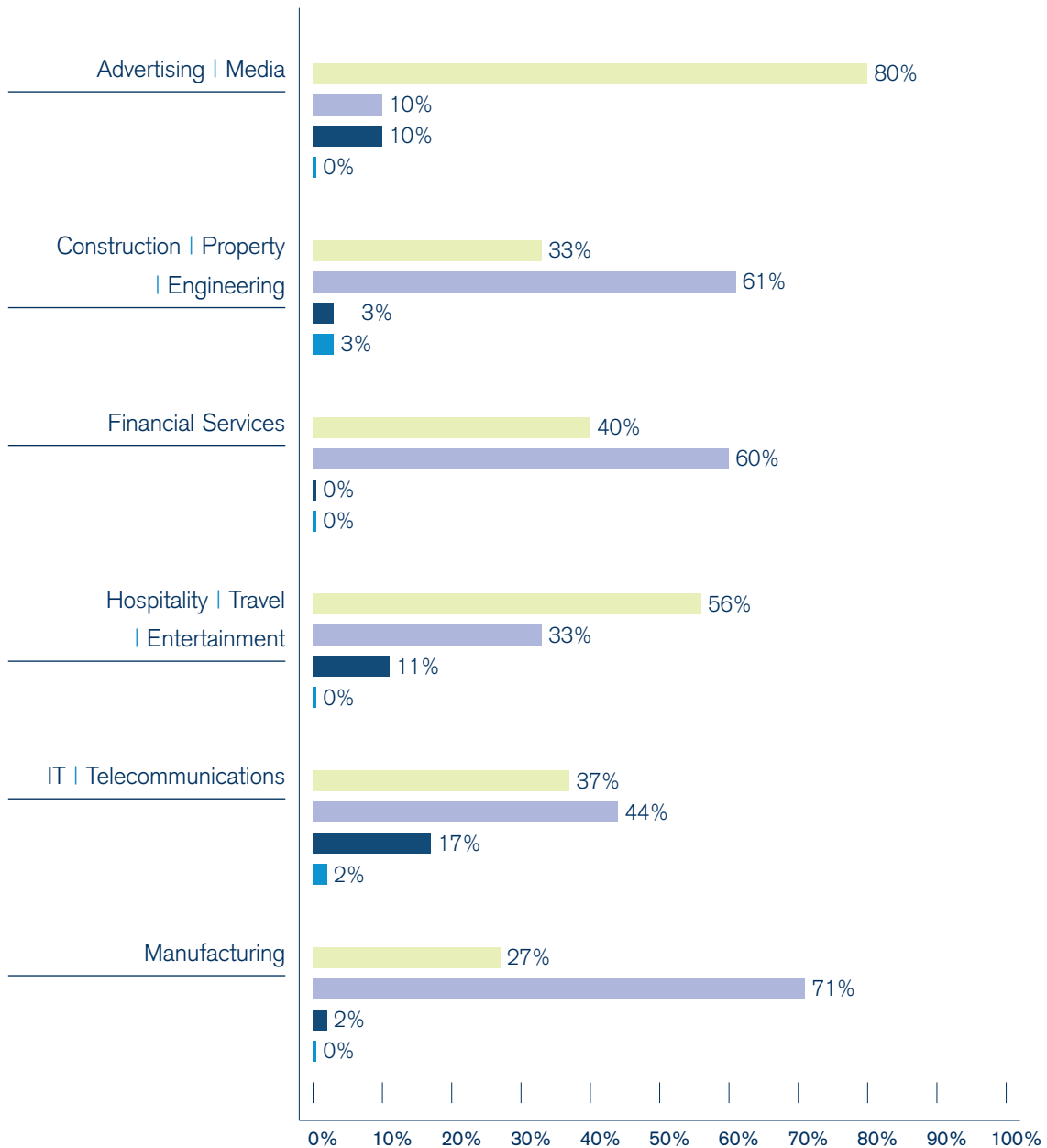
1. On average in your last review, by what percentage did you increase salaries?



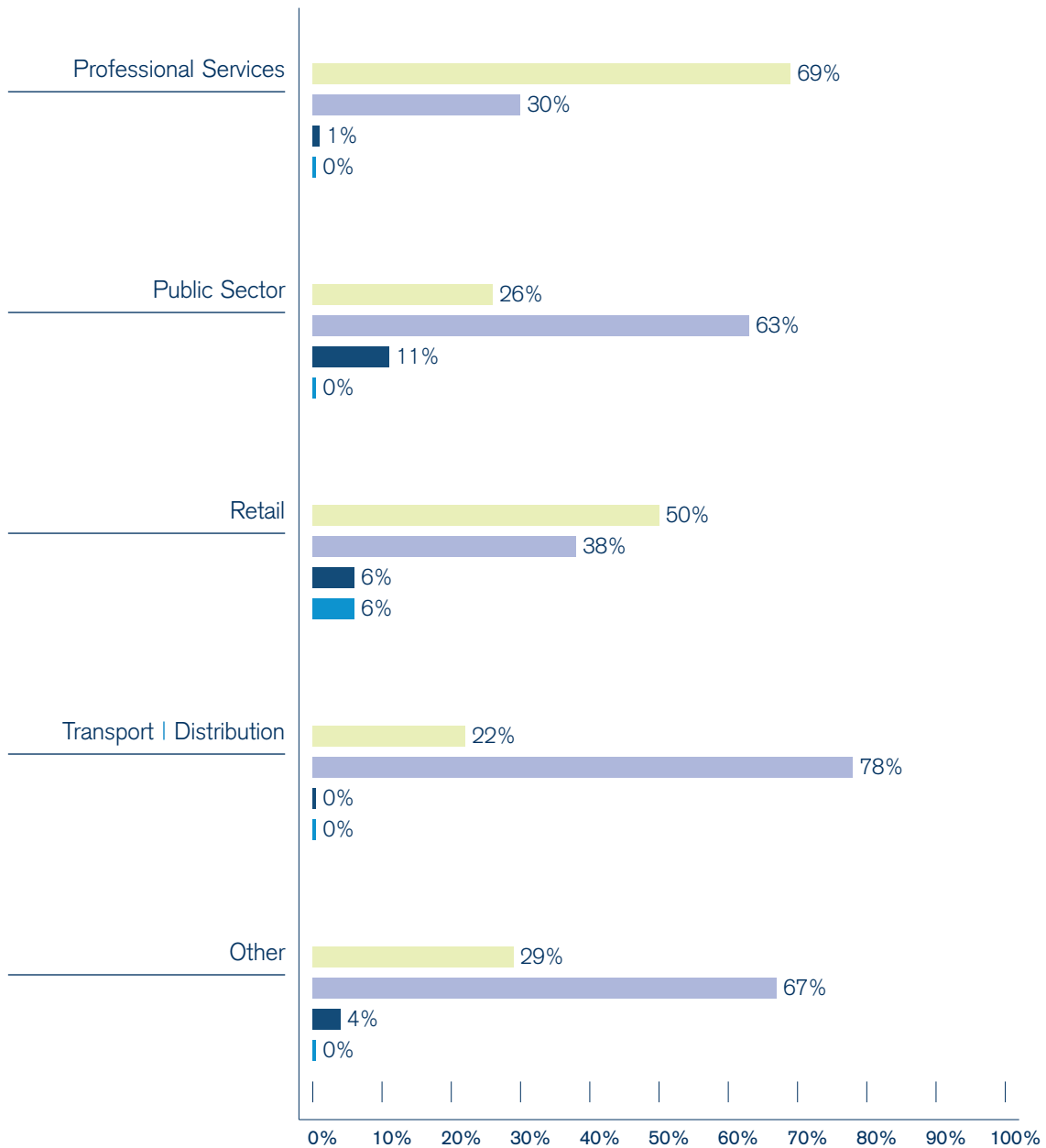
LEGEND

- Less than 3%
- From 3% to 6%
- From 6% to 10%
- More than 10%

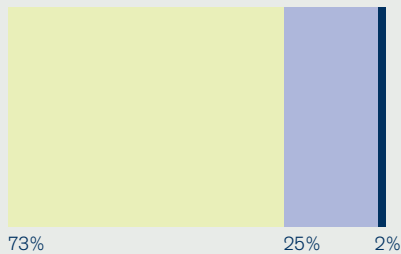
ACROSS ALL INDUSTRIES



1. On average in your last review, by what percentage did you increase salaries? *continued...*



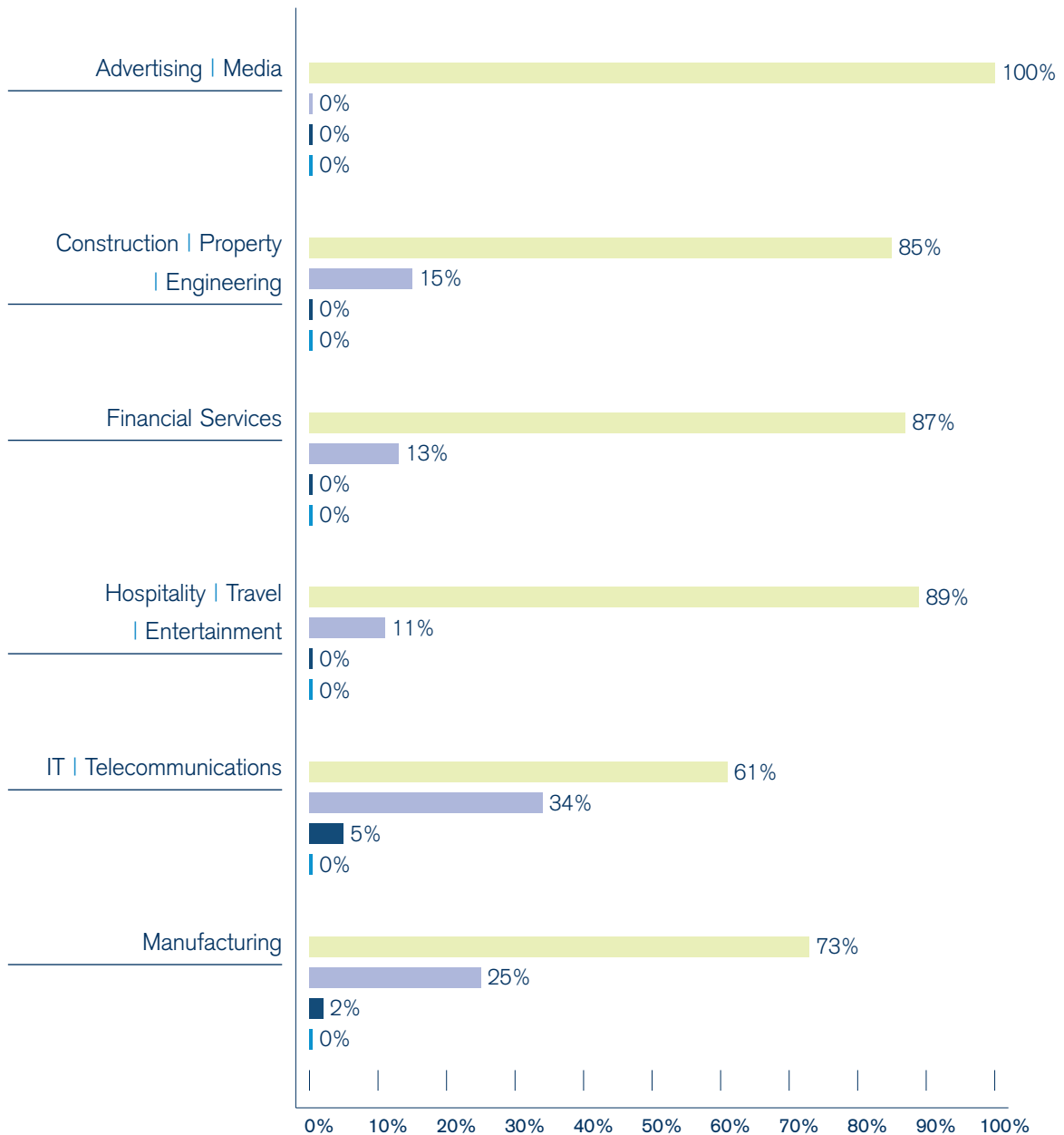
2. When you next review, by what percentage do you intend to increase salaries?



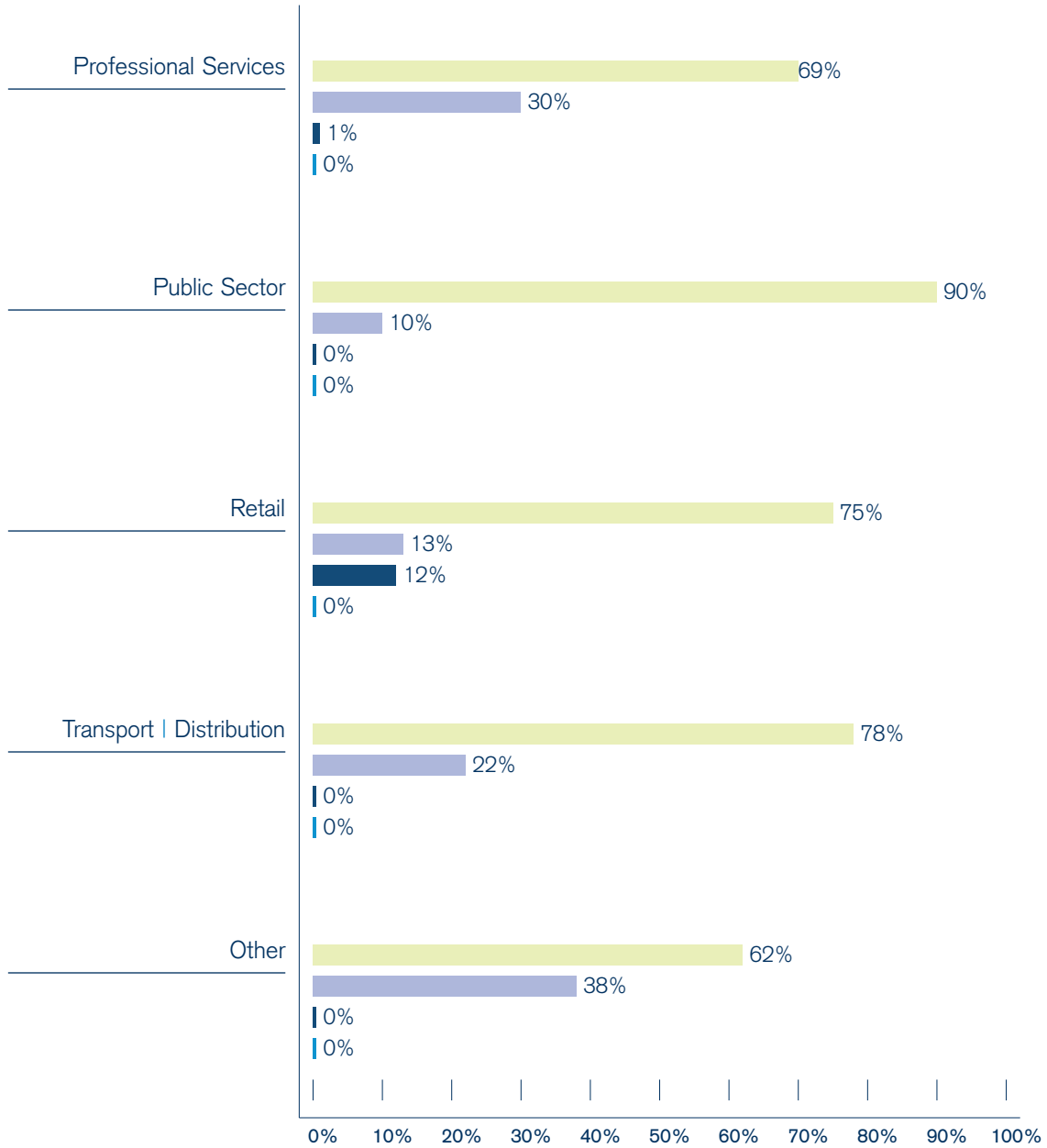
LEGEND

- Less than 3%
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ACROSS ALL INDUSTRIES



2. When you next review, by what percentage do you intend to increase salaries? continued...



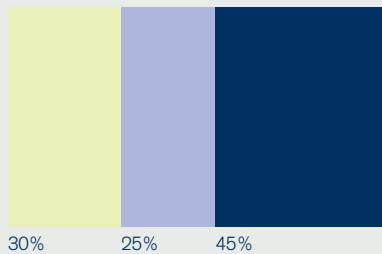
3. Do you offer flexible salary packaging?



Of those who said yes, the following benefits were indicated as being commonly offered to...

	All Employees	More than 50%	Less than 50%	Few employees
Car	0%	4%	14%	49%
Bonuses	23%	10%	18%	33%
Private Health Insurance	2%	3%	6%	27%
Parking	40%	8%	14%	23%
Salary Sacrifice	8%	1%	0%	32%
Private Expenses	12%	2%	5%	35%
Other	12%	2%	3%	15%

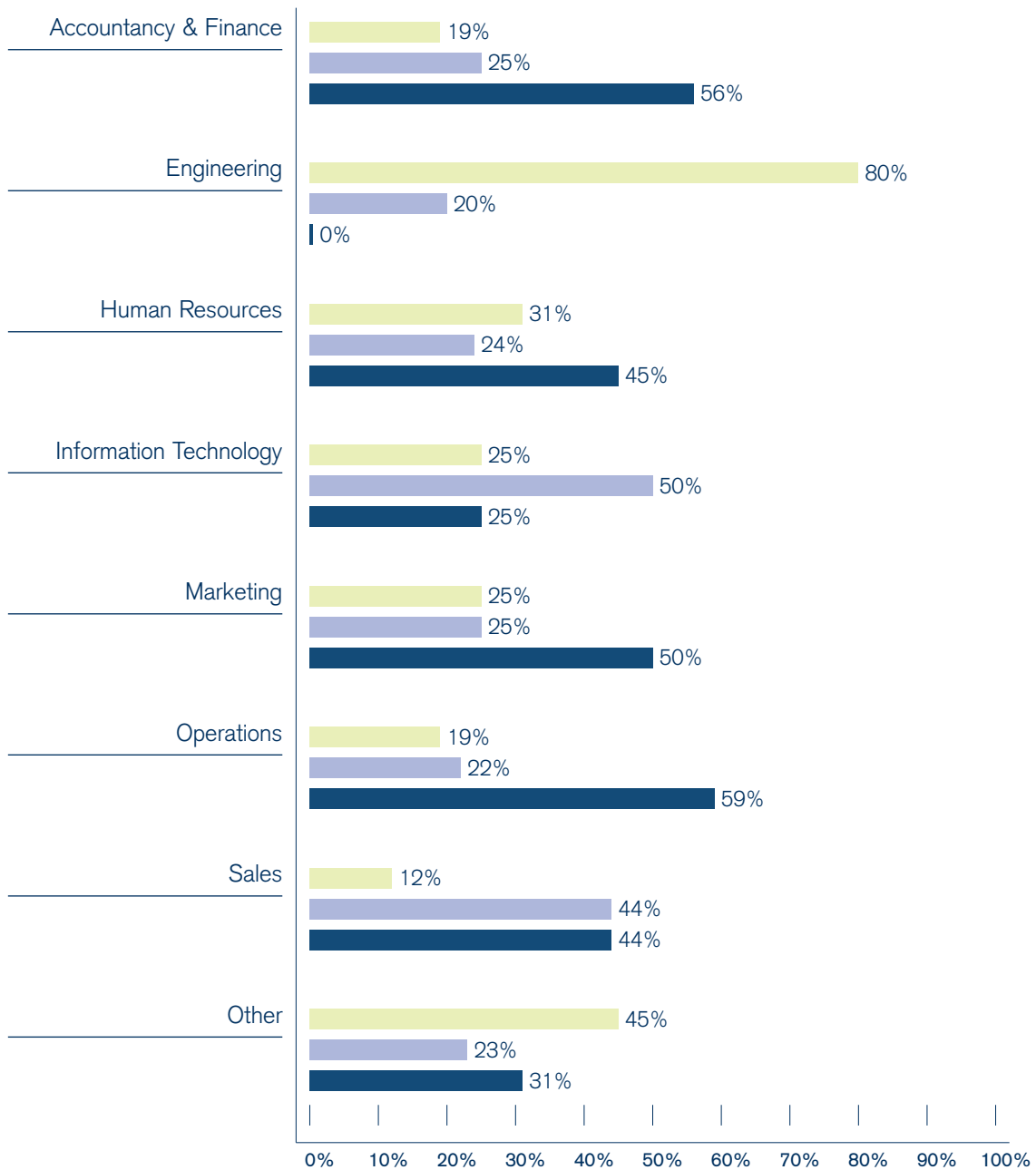
4. In the last 12 months, have permanent staff levels in your department...



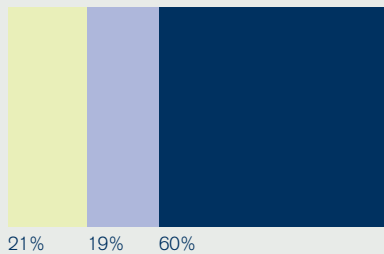
LEGEND

- Increased
- Decreased
- Remained the same

ACROSS ALL INDUSTRIES



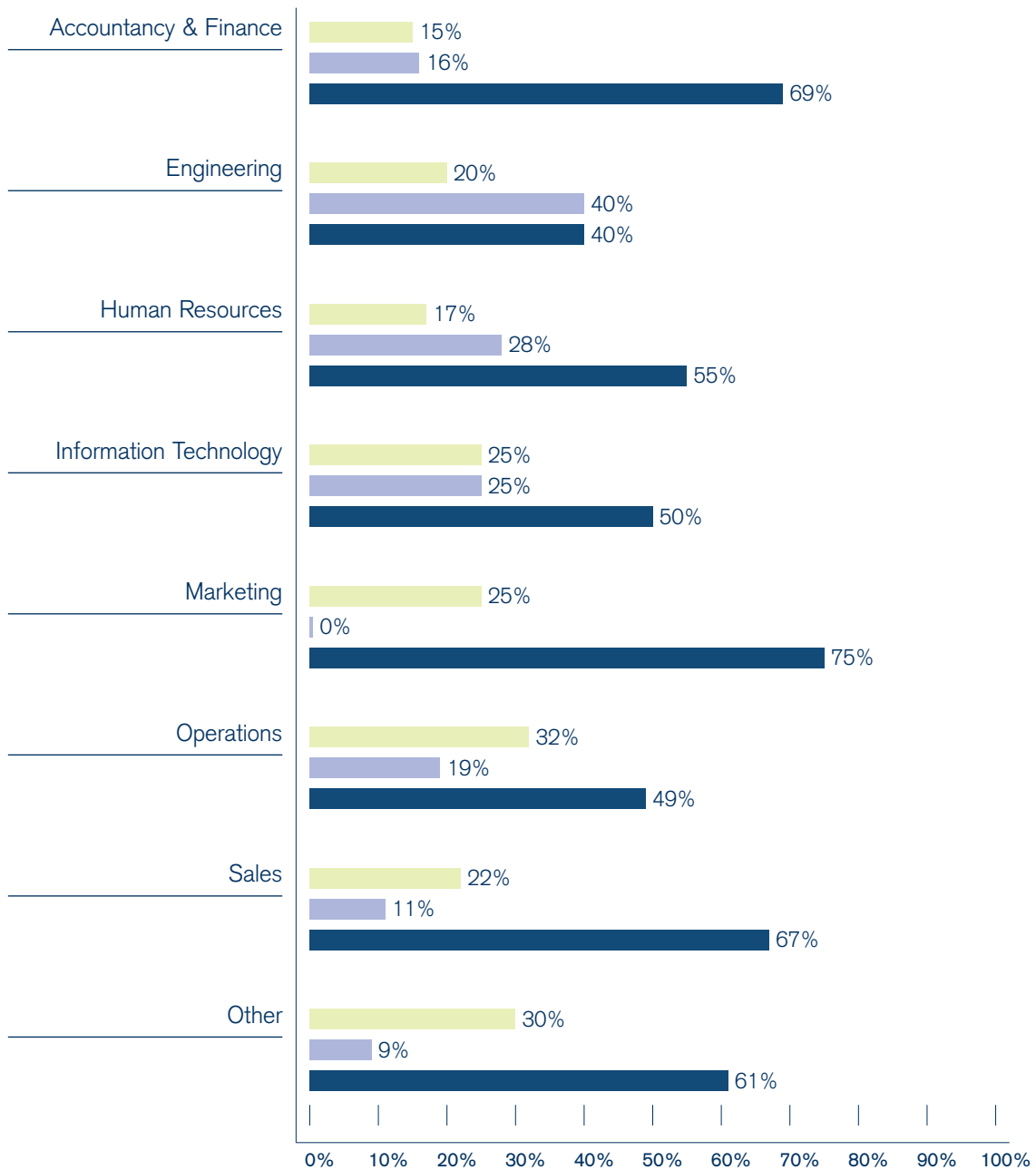
5. In the next 12 months, do you expect permanent staff levels to...



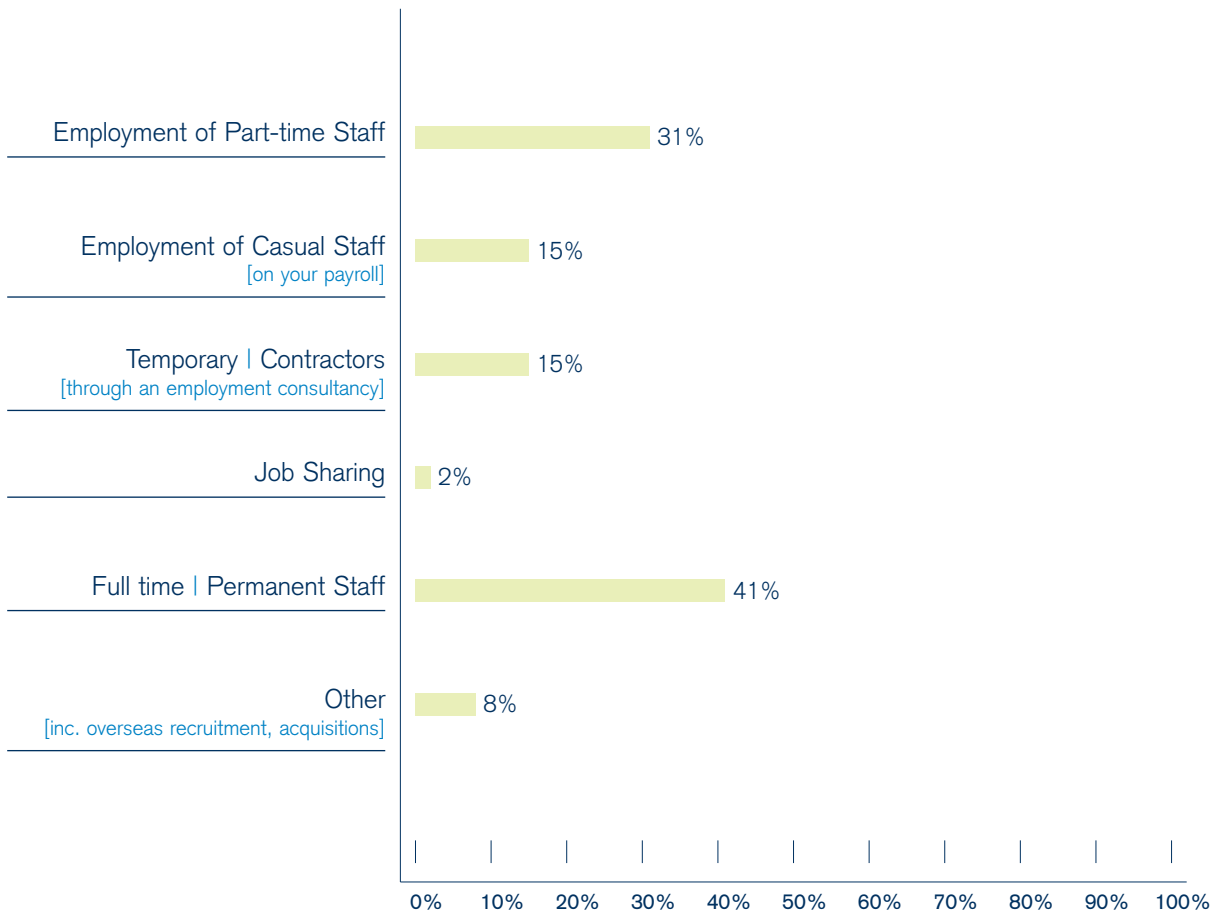
LEGEND

- Increase
- Decrease
- Remain the same

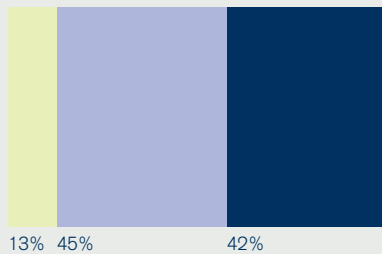
ACROSS ALL INDUSTRIES



6. If you expect staffing levels to increase, which staffing approaches are you likely to use?



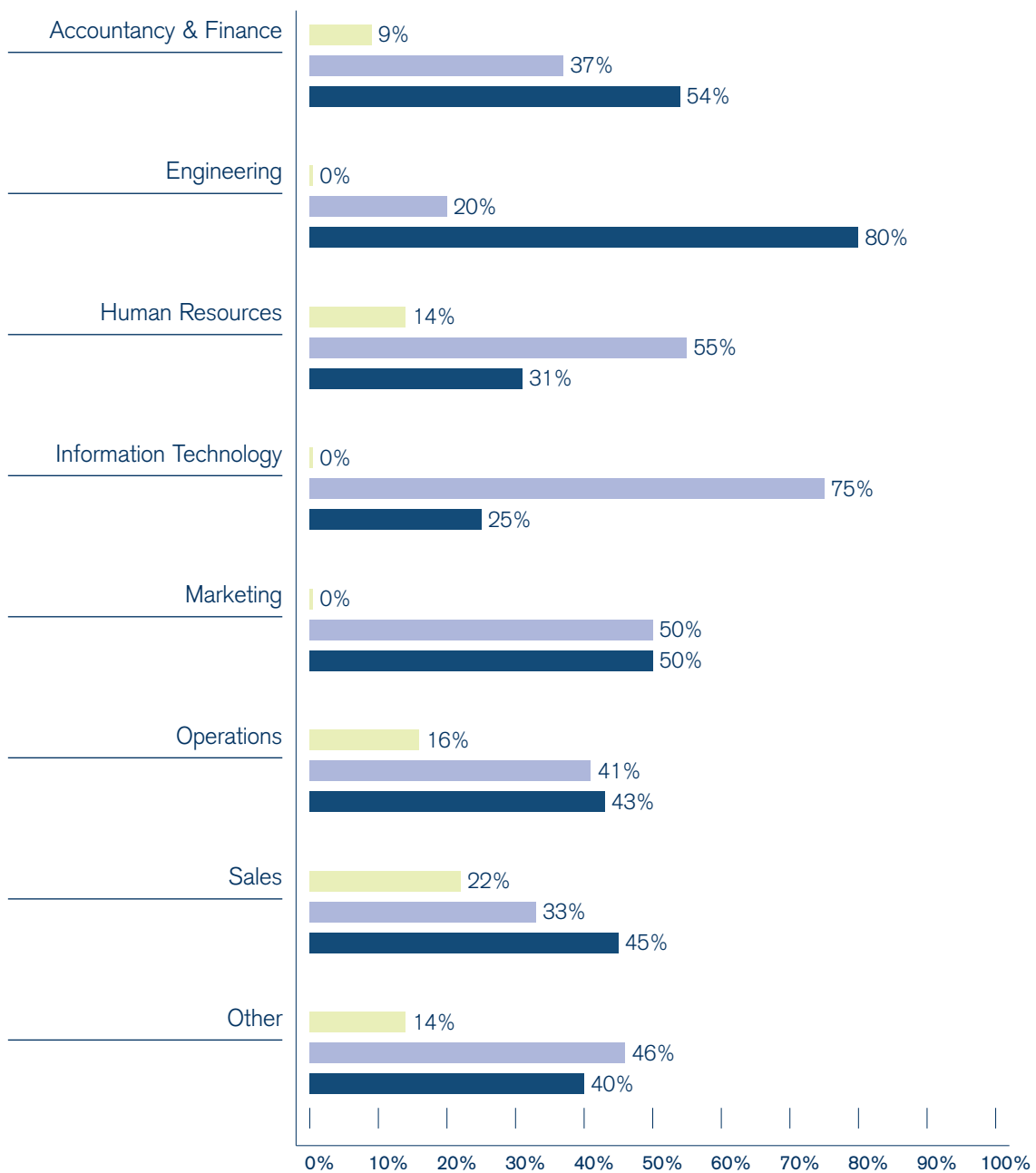
7. How often do you employ temporary | contract staff?



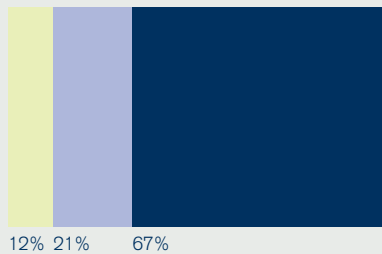
LEGEND

- Regular Ongoing Basis
- Special Projects | Workloads
- Exceptional Circumstances | Never

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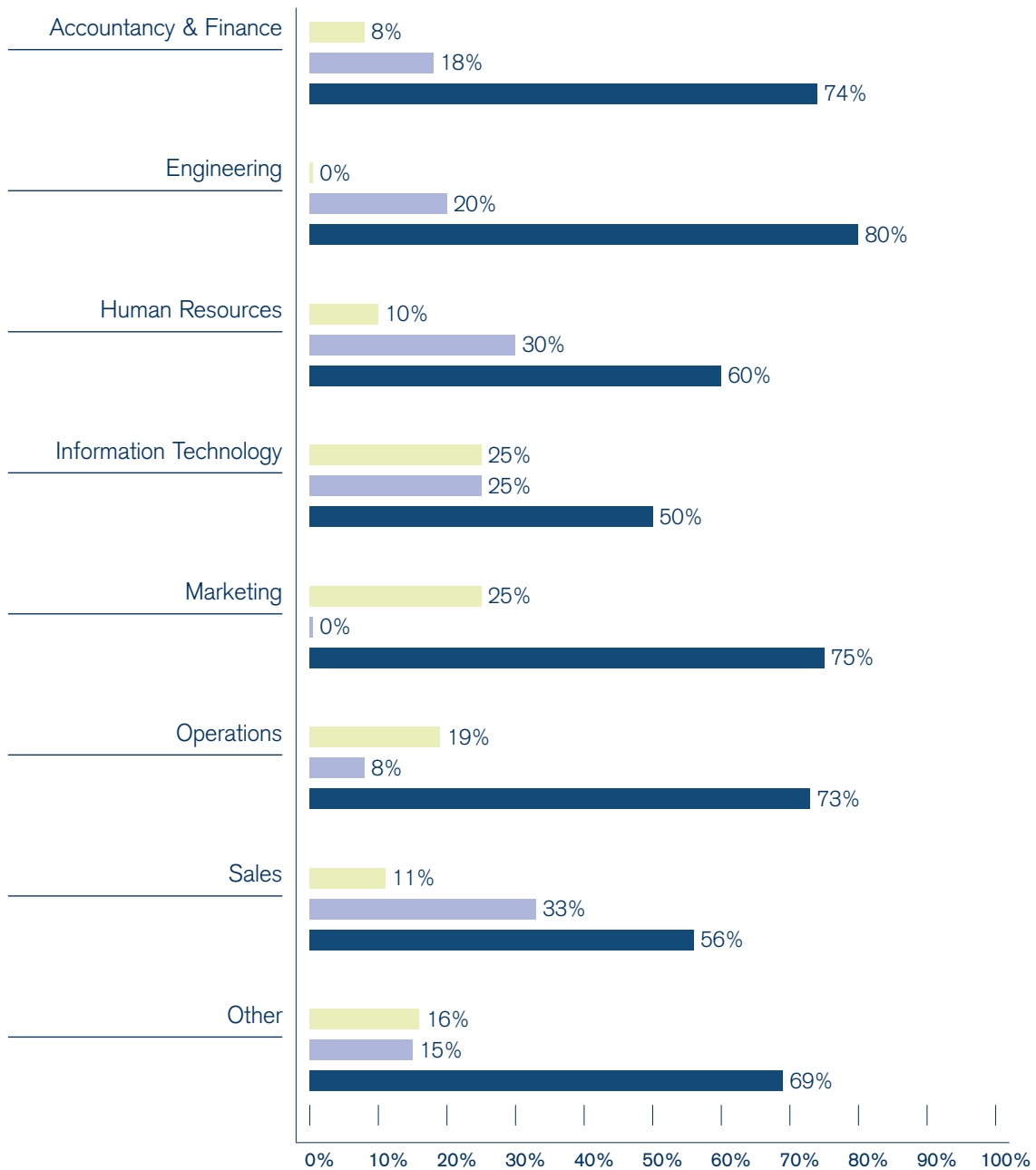
8. In the next 12 months, do you expect your use of temporary / contract staff to....



LEGEND

- Increase
- Decrease
- Remain the same

ACROSS ALL INDUSTRIES



9. In skill-short areas, would you consider employing or sponsoring a qualified overseas candidate?



10. For which areas have you recently found it difficult to recruit?

	Entry to Mid Management	Senior Management
Accountancy & Finance	18%	6%
Engineering	7%	6%
Human Resources	3%	1%
IT	9%	4%
Operations	7%	3%
Sales & Marketing	12%	7%
Technical	11%	5%
Other	11%	8%

11. Has overtime | extra hours in your organisation over the last 12 months...

■ Increased 15%
 ■ Decreased 21%
 ■ Stayed the same 64%

If increased, by how much?

	Per Week	Month End	Year End
None	23%	40%	57%
5 Hours or Less	41%	18%	9%
5 – 10 Hours	27%	21%	4%
More Than 10 Hours	9%	21%	30%

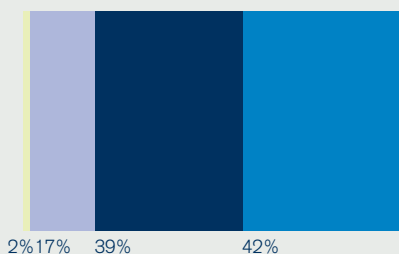
12. For non-award staff in your organisation, are overtime | extra hours worked...

■ Paid 35%
 ■ Unpaid 65%

13. Is it your policy to counter-offer staff when they resign?

■ Yes 1%
 ■ Sometimes 34%
 ■ No 65%

Of those you counter-offered, on average, did they...

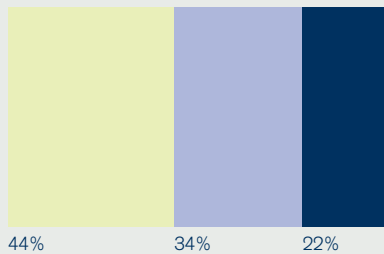


LEGEND

- 2% Stay less than 3 months
- 17% Stay 3 – 12 months
- 39% Stay longer than 12 months
- 42% Leave anyway

ACROSS ALL INDUSTRIES

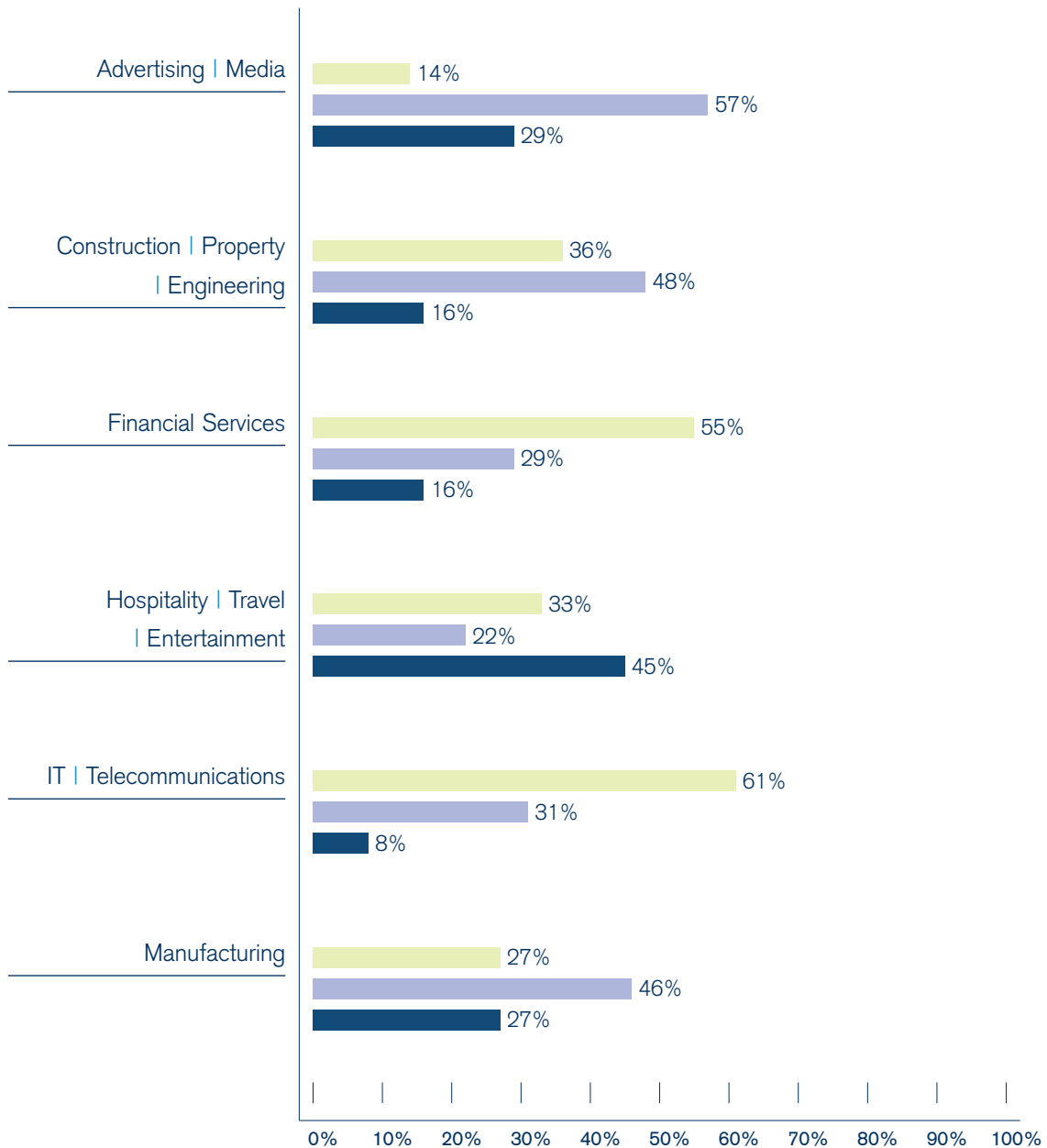
14. In the past 12 months, has business activity increased | decreased for your organisation?



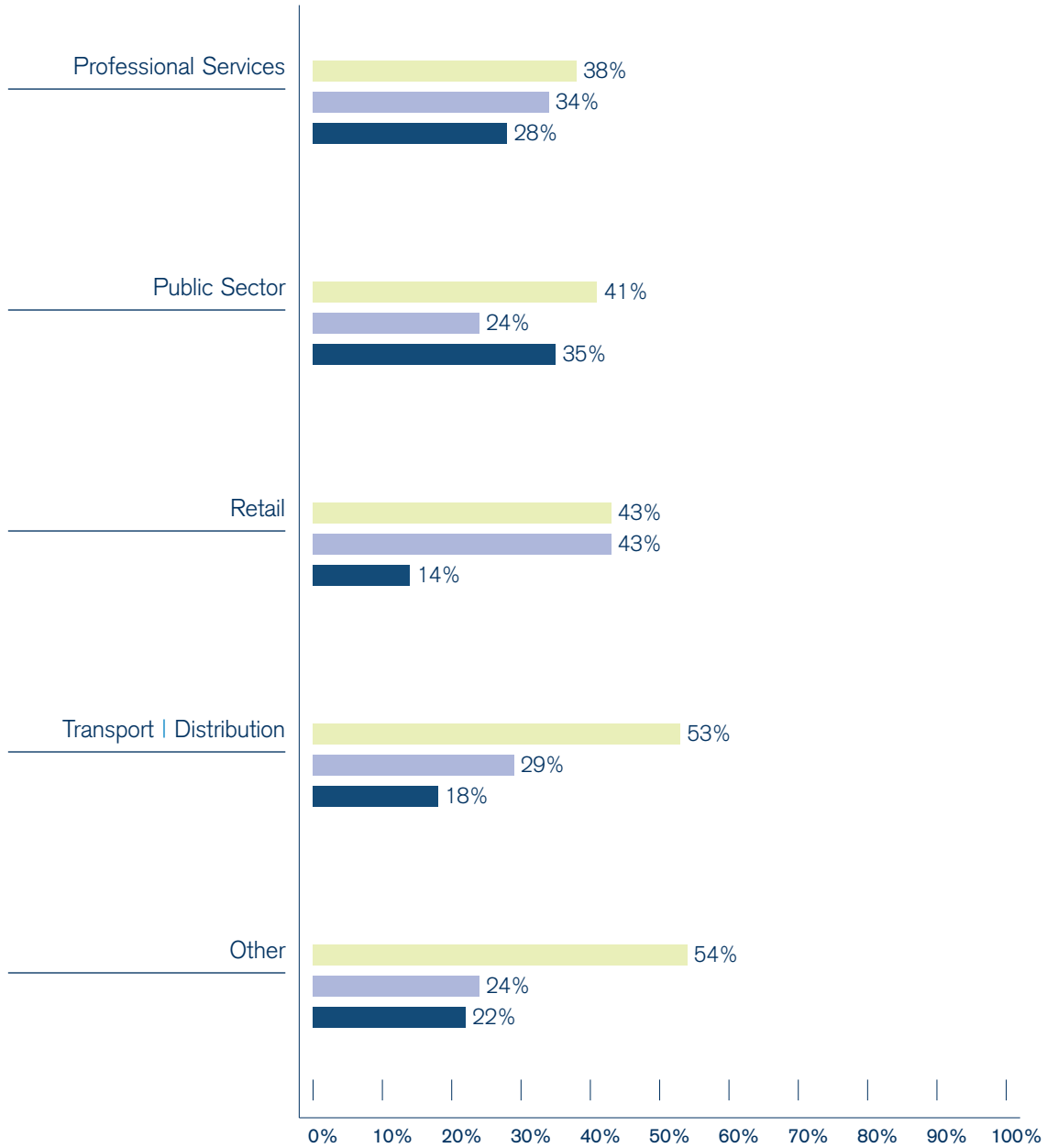
LEGEND

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ACROSS ALL INDUSTRIES



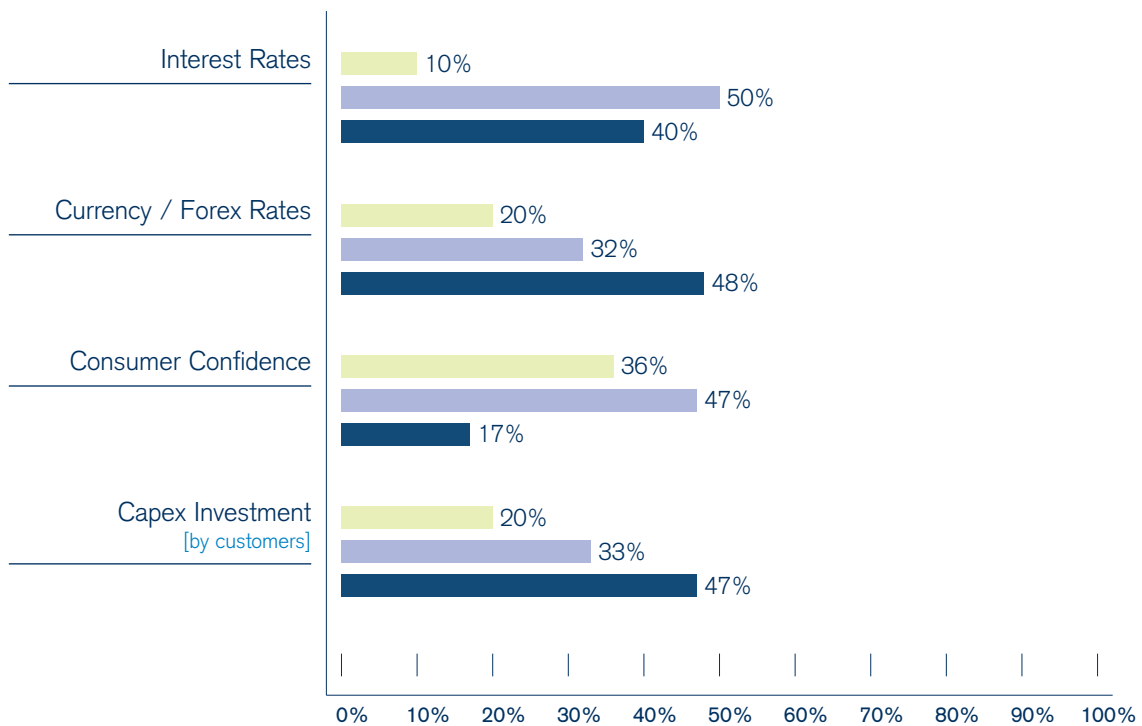
14. In the past 12 months, has business activity increased | decreased for your organisation? *continued...*



15. What are the key factors driving your business activity?

LEGEND

- Significant Impact
- Some Impact
- No Impact



16. Do you see the general outlook for the economy in the forthcoming 6-12* months as...

- Strengthening 5%
- Static 29%
- Weakening 66%

*This data was collected during March 2009.